

**JOINT LABOR RELATIONS & EMPLOYEE SERVICES AND  
ADMINISTRATION COMMITTEE MINUTES  
First Floor Conference Room, Oneida County Courthouse  
February 14, 2018**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Dave Hintz, Carol Pederson, Sonny Paszak, Billy Fried

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Apryl Rickert, Mary Rideout (Social Services); Grady Hartman (Sheriff's Office); Evan Pretzer (River News)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the First Floor Conference Room of the Oneida County Courthouse. This meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

**APPROVE AGENDA**

Motion by Paszak to approve today's agenda. Second by Hintz. All members voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Hintz to approve the minutes of January 10, 2018. Second by Paszak. All members voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Committee reviewed bills and vouchers. Discussion held on purchase of cash counter. Fried voiced concerns about the County's bank not providing a free cash counter. Motion by Hintz to approve the vouchers and bills. Second by Pederson. Cushing, Hintz, Pederson and Paszak vote 'Aye'. Fried voted 'Nay'. Motion carried.

**HIGHWAY DEPARTMENT VACANCY REVIEW - MECHANIC**

Charbarneau discussed the vacant Highway Mechanic position due to an employee accepting the Sheriff's Office Mechanic position. This vacancy is the Lead Diesel Mechanic and is a vital role within the Highway shop. The Committee of Jurisdiction has already approved filling the position and there is potential for budget savings due to the vacancy being filled at a lower wage step. Motion by Paszak to approve. Second by Cushing. All members voting 'Aye'. Motion carried.

**SOCIAL SERVICES VACANCY REVIEWS**

- **CHILD SUPPORT SPECIALIST:** Rideout reports having a vacant Child Support Specialist position due to a promotion. Rideout provided a summary of job duties and feels the large caseload managed by this position justifies refilling the position. This position is covered by state and federal funding. Motion by Hintz to approve the Child Support vacancy review appeal. Second by Pederson. All members voting 'Aye'. Motion carried.
- **CLERICAL SUPPORT:** Rideout reports a vacant receptionist position due to an employee moving to Public Health. Rideout discussed the Social Services' clerical support set-up, job duties and a possible reorganization. Rideout also notes that a 60% part-time clerical support position was lost due to Family Care so it is even more important to fill this position. Further discussion held. Motion by Paszak to approve the Clerical Support vacancy review. Second by Pederson. All members voting 'Aye'. Motion carried. Charbarneau discussed plans for filling the position.

### **CHILD SERVICES SUPPORT LTE REQUEST**

Rickert requests approval to fill a newly created Child Services Support LTE position. This position would assist in supervised visitations and coordinating other projects. These duties are currently being contracted out to vendors, and Social Services is looking to combine these duties into one internal position. No additional money will be needed since this position would be covered under previously budgeted vendor funds. Rideout confirmed with the vendors that ending their services wouldn't be a financial hardship for them, with the vendors noting that hiring people to fill these roles is difficult. There is an increased need for services from the Department, and Rideout feels this will be a test run to see if the department should create a permanent Child Services Support position in the future rather than add another Social Worker position. Motion by Cushing to approve the staffing request for Social Services for the Child Services Support LTE. Second by Paszak. Further discussion held on the request. Fried clarifies that if this Committee approves filling the LTE request, this doesn't necessarily guarantee that the committee will approve a permanent position down the road. Rideout noted that this position would require a Bachelor's level education. All members voting 'Aye'. Motion carried.

### **DEPUTY SHERIFF VACANCY REVIEW**

No discussion held.

### **LAW ENFORCEMENT CAPTAIN COMPENSATION**

Hartman discussed his concerns with filling the Captain position that was vacated in April 2017. Hartman discussed compression issues this position has with Sergeant positions. The Captain position gets less PTO (Paid Time Off) than Sergeants, and Captains aren't eligible for overtime and VEBA (Voluntary Employee Benefit Association) funds, which is the cause of the compression. Hartman feels it will be difficult to recruit current Sergeants to take on more responsibility for less compensation. For the Captains position, Hartman requests to move the position from Grade N1 to Grade O1, add the VEBA funds, and to match the PTO and cost-of-living increases from the Deputy contract. Hartman notes that matching the union increases will help to avoid future compression issues. The Committee reviewed the fiscal impact statement and Hartman agreed to cut other areas of his budget each year in order to cover the increased costs from this proposal. Fried voiced concerns; discussion held on hours worked by hourly deputies versus administrators. Paszak asked about adding a deputy position in order to cut down on overtime; Hartman feels the overtime is still cheaper than hiring additional staff. Discussion held on increased workloads at the Sheriff's Office due to increased drug and crime issues in the area compared to 10+ years ago. Smith supports the VEBA request but questions the changes to PTO. Motion by Hintz to support the Law Enforcement Captain compensation request with the Sheriff to find the money in his budget. Second by Paszak. Further discussion held. All members of the Committee voting 'Aye'. Motion carried. The resolution for this request will go to the March County Board meeting.

### **CLOSED SESSION**

Motion by Hintz, second by Pederson to adjourn into closed session pursuant to Section 19.85(1)(d) for considering strategy for crime detection or prevention (Topic: Closed session minutes of 12/20/17 meeting), and Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topics: Closed session minutes of 12/20/17 and 1/10/18 meetings, Equipment Operator compensation, WIC Director compensation, Facilities Director compensation, and Social Worker compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:57 a.m. Staff present in closed session: Charbarneau, Lueneburg and Smith

**RETURN TO OPEN SESSION**

Motion by Cushing to return to open session. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:19 a.m.

In closed session, the closed session minutes of December 20, 2017 and January 10, 2018 were unanimously approved by roll call vote.

In open session, the following motions were made by Cushing, seconded by Fried and unanimously approved by roll call vote to:

- Evaluate the newly hired Equipment Operator at the Highway Department in six months for an additional increase.
- Start the WIC (Woman, Infant, Children) Director at Grade K, Step 4 (\$25.18/hour)
- Move the Facilities Director from Grade N, Step 5 (\$60,422) to Grade N, Step 8 (\$65,069)
- Start a new Social Worker at Grade J, Step 3 (\$22.89/hour)

**OUT OF COUNTY TRAVEL REQUEST**

Charbarneau requests approval for Lindsey Kennedy to attend the Employer Solutions Worksite Wellness Summit in Stevens Point on April 3, 2018. Brief discussion held. Motion by Cushing to approve the out-of-county travel request for Lindsey Kennedy to attend the Employer Solutions Worksite Wellness Summit. Second by Pederson. All members voting 'Aye'. Motion carried.

**FUTURE MEETING DATES**

February 28, 2018 at 9:00 a.m.

March 14, 2018 at 9:00 a.m.

March 28, 2018 at 9:00 a.m.

**FUTURE AGENDA TOPICS**

Handbook and Chapter 4 updates

County annual work hours (1950 vs. 2080)

Longevity/incentive pay

Cushing asks Charbarneau to research training opportunities for the Committee on the topic of hiring and retaining millennials. Charbarneau will report back to the Committee on her findings.

**PUBLIC COMMENTS**

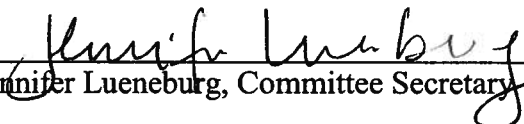
None

**ADJOURNMENT**

Motion by Cushing to adjourn meeting. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:24 a.m.

  
Billy Fried, Vice Chairman

2/28/18  
Date

  
Jennifer Lueneburg, Committee Secretary

2/28/18  
Date